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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

ADMINISTRATIVE AND BUDGETARY ASPECTS OF THE FINANCING OF
THE UNITED NATIONS PEACE-KEEPING OPERATIONS: FINANCING
OF THE UNITED NATIONS PEACE-KEEPING OPERATIONS

Special representatives, envoys and related positions

Eighth report of the Advisory Committee on Administrative
and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General (A/C.5/48/26) concerning special representatives and envoys. The addendum to that report (A/C.5/48/26/Add.1) provides an update of information included in the annex to the report. During the consideration of the report by the Advisory Committee, the representatives of the Secretary-General provided additional information to the Committee.

2. As reflected in paragraph 3 of the report of the Secretary-General (A/C.5/48/26), the designation of special representatives and envoys can be grouped in the following three categories:

(a) Special representatives and other high-level positions in peace-keeping or observer missions authorized by the Security Council;

(b) Envoys appointed to assist the Secretary-General in the exercise of his good offices and related functions;

(c) Other special high-level positions, including Special Advisers to the Secretary-General.

3. As indicated in the addendum to the report of the Secretary-General (A/C.5/48/26/Add.1), as at 29 April 1994, there were 40 high-level positions of special representatives, envoys and advisers (21 at the Under-Secretary-General

level and 19 at the Assistant Secretary-General level). The Committee understands that all 40 officials report directly to the Secretary-General. Twenty-three officials are assigned to peace-keeping missions (7 at the Under-Secretary-General level and 16 at the Assistant Secretary-General level), 13 officials performing good offices or related functions (10 at the Under-Secretary-General level and 3 at the Assistant Secretary-General level) and 4 officials at the Under-Secretary-General level assisting the Secretary-General in various capacities. Out of the total of 40 special representatives, envoys and advisers appointed at the Under-Secretary-General or Assistant Secretary-General levels, 4 officials assist the Secretary-General on the basis of \$1-a-year honorarium and/or reimbursement of travel expenses, and one official does not receive any remuneration.

4. The report of the Secretary-General does not include information on special representatives, envoys and advisers appointed at the D-2 level and below. Upon inquiry, the Committee was informed that not included in the report was a position of the Special Representative of the Secretary-General to the Movement of Non-aligned Countries. The Committee is not in a position to indicate, at the present stage, whether or not there are other special representatives at the D-2 level and below appointed to other entities. The Committee regrets the lack of information in this respect and requests that the Secretary-General include information on posts and positions of special representatives, envoys and advisers at all levels in his report to be provided in the context of the recommendations contained in paragraph 16 below.

5. The Advisory Committee notes that the number of high-level positions of special representatives, envoys and advisers of the Secretary-General has increased substantially over a relatively short period of time. While the Advisory Committee recognizes the prerogatives of the Secretary-General to make appointments to the established posts of special representatives, envoys and advisers, it points out that current financial regulations and budgetary procedures should be fully complied with. In this connection the Advisory Committee requests the Secretary-General to continue his efforts to define functions and responsibilities more clearly with a view to avoiding any possible duplication with those of existing high-level posts. The Advisory Committee requests the Secretary-General to provide to the General Assembly at its forty-ninth session, in the context of the request contained in paragraph 16 below, additional information on the total number of all special representatives, envoys and advisers serving for any duration in the period from 1990 to 1994 and the related means of financing such posts and positions.

6. The majority of high-level positions (23) referred to in the report of the Secretary-General are in peace-keeping or observer missions that have been authorized by the Security Council (category (a) as per the classification outlined in paragraph 3 of the report of the Secretary-General). The Committee notes the Secretary-General's statement in paragraph 4 that:

"While these positions have been required in the past, the last two years have witnessed a major expansion of the demands placed on the Organization in this respect, in terms of both the number of such missions and their complexity and scope."

Upon inquiry, the Advisory Committee was informed that, on an annualized basis, the total budgeted remuneration in this category of high-level positions amounts to approximately \$4.3 million.

7. The Advisory Committee points out in this connection that support costs, such as secretarial assistance, travel, communications, rental of office space and so on provided to all three categories of high-level appointments, are not included in the estimates (see para. 6 above and paras. 13 and 14 below). The Advisory Committee recommends that the estimates for such associated costs be standardized to the extent possible and be provided in future submissions along with the estimated costs of remuneration.

8. The appointments to high-level positions in peace-keeping or observer missions should be made by the Secretary-General in accordance with the relevant staffing tables included in the budgets approved by the General Assembly after review by the Advisory Committee on Administrative and Budgetary Questions and the Fifth Committee. The Advisory Committee welcomes the intention of the Secretary-General "to provide a full description of the functions and responsibilities envisaged for such posts in the context of the structure of each mission" (A/C.5/48/26, para. 17).

9. Upon inquiry, the Advisory Committee was informed that out of the total of 23 high-level positions in peace-keeping or observer missions authorized by the Security Council, 19 posts are filled by officials who hold fixed-term contracts, 3 officials are appointed on a "when actually employed" basis and 1 post of Chief of Staff of the United Nations Truce Supervision Organization (UNTSO) currently remains vacant.

10. The Committee was also informed that the "when actually employed" appointment may represent a few days or a few months when the nature of the assignment requires the official to work full time for that period. Such appointments have a time limit (usually one year). The designation of the "when actually employed" status is in no way meant to imply that the functions and responsibilities should be limited in any way; it simply reflects the contractual status of the employee. As stated in paragraph 16 of the report of the Secretary-General:

"Appropriate emoluments are determined in accordance with the Staff Rules and Regulations and, in cases where the mission or assignment is for a limited duration, these entitlements are prorated for the length of employment".

11. Upon inquiry, the Committee was informed that the calculation of the daily salary was based on 21.75 working days per month or 261 days per year. In the United Nations this represented the standard for an employee who works on a 12-month basis. The Advisory Committee does not believe that the factor of 261 days should be used for determining daily salary of officials who work on a "when actually employed" basis. The Committee recommends that 365 days be used for the calculation of the daily salary of high-level officials working on a "when actually employed" basis.

12. The appointments in category (b) relate to envoys of the Secretary-General in the exercise of his good offices and related functions. As stated in paragraph 7 of the report:

"The number of situations where the United Nations and its Secretary-General have been called upon to assist Member States has considerably increased during the last two years, resulting in a corresponding increase in the number of such appointments."

13. The Committee was informed that within this category of high-level positions five officials are appointed on a "when actually employed" basis, three officials hold fixed-term contracts, three officials assist the Secretary-General on a \$1-a-year basis, one official is employed on a special service agreement and one official does not receive any remuneration. Upon inquiry, the Committee was informed that, on an annualized basis, total budgeted remuneration of officials in this category of high-level positions amounts to approximately \$1.3 million (see para. 7 above).

14. In paragraph 12 of his report the Secretary-General indicates that category (c) of high-level positions represents a small number of eminent and highly experienced officials appointed by the Secretary-General (all at the Under-Secretary-General level) to assist him directly in the discharge of certain aspects of his responsibilities. Assignments within this category are normally of a temporary or time-bound nature and some of the officials concerned may be entrusted with a number of different responsibilities, including functions in connection with the Secretary-General's exercise of his good offices and related functions. Upon inquiry, the Committee was informed that within this category of high-level positions three officials held fixed-term contracts with the Organization and one official advised the Secretary-General on a \$1-a-year basis. On an annualized basis, the total budgeted remuneration was estimated by the Secretary-General at approximately \$680,000 (see para. 7 above).

15. The Advisory Committee understands that provisions of the United Nations Staff Regulations and Rules apply to officials appointed to high-level positions who hold fixed-term contracts with the Organization. However, the Advisory Committee was not in a position to ascertain to what extent provisions of the Staff Regulations and Rules apply to officials appointed on a "when actually employed" basis or who have other forms of contractual arrangement with the United Nations (i.e. special service agreement, \$1-a-year honorarium or no remuneration). Among the issues that also need to be addressed is the question of ensuring impartiality of those officials who, while representing the Secretary-General of the United Nations, also continue responsibilities in another capacity (e.g. who continue to serve or represent their Governments).

16. The Advisory Committee recommends that these matters be clarified as soon as possible and that such special guidelines as would need to be applied to these types of contractual arrangements be proposed to the General Assembly. The proposals of the Secretary-General in this regard should contain a set of objective criteria for determining the level of such positions and the form of remunerations to be used. Furthermore, the Secretary-General should also report on the implementation of paragraph 1 of Article 100 of the Charter of the United

Nations and the relevant provisions of General Assembly resolutions 41/213 of 19 December 1986 and 46/232 of 2 March 1992 (see also paras. 4 and 5 above).

17. The Advisory Committee welcomes the intention of the Secretary-General "to consult and inform Member States in a timely and effective manner" (A/C.5/48/26, para. 19) in respect of all the positions described in his report. In this connection, the Committee recommends that the establishment of all high-level positions of special representatives, envoys and advisers that are not against established or temporary posts considered and approved by the General Assembly under the regular budget or in the context of its consideration of the financing of peace-keeping operations (including through the support account) be made in accordance with the relevant Financial Regulations and Rules and with the prior concurrence of the Advisory Committee. In accordance with the terms of section II, paragraph 2, of General Assembly resolution 35/217 of 17 December 1980, the Advisory Committee already considers requests of the Secretary-General concerning extrabudgetary posts at the D-1 level and above. Furthermore, prior concurrence of the Committee should be sought in those cases where use of existing posts or positions is contemplated to accommodate functions that are different from those which were envisaged when those posts or positions were initially approved. The Committee recommends that the General Assembly take note of the annex to the addendum to the report of the Secretary-General. The Committee also recommends that the Secretary-General include in his annual publication of the list of staff issued in accordance with General Assembly resolution 47/226 of 8 April 1993 the names of all officials appointed by him as his special representatives, envoys or advisers.



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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

Revised estimates under sections 3 and 8: Africa: critical economic situation, recovery and development

Ninth report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General (A/C.5/48/74) relating to Africa: critical economic situation, recovery and development. During its consideration of the item, the Advisory Committee met with representatives of the Secretary-General, who provided additional information.
2. By its resolution 46/151 of 18 December 1991, the General Assembly adopted the United Nations New Agenda for the Development of Africa in the 1990s, as set out in the annex to the resolution. In paragraph 3 of his report, the Secretary-General states that, following the adoption of resolution 46/151 by the General Assembly, programme 45 of the medium-term plan for the period 1992-1997 was revised to integrate fully all elements of the New Agenda.
3. The Advisory Committee notes from paragraph 4 of the Secretary-General's report that, following the restructuring of the Secretariat in the course of the 1992-1993 biennium, the Office of the Special Coordinator for Africa and the Least Developed Countries was established within the Department for Policy Coordination and Sustainable Development.
4. The Advisory Committee notes that the General Assembly in the context of its approval of the programme budget for the biennium 1994-1995, approved the activities and resources for the programme in the amount of \$3,103,400 under section 8 of the budget.

5. As indicated in paragraph 1 of the Secretary-General's report, in its resolution 48/228 II, paragraph 43, of 23 December 1993, the General Assembly requested the Secretary-General to consider the creation of a new budget section relating to the New Agenda for Africa for the 1990s with recommendations for additional resources and to report thereon to the General Assembly at its resumed forty-eighth session. For the reasons given in paragraph 5 of his report, however, it is stated that "the existing arrangements, therefore, would appear to be the most effective and it would seem desirable to maintain them. The issue should be looked at again at a later stage in the light of review of implementation of programme 45 by the Committee for Programme and Coordination, which will undertake an in-depth evaluation of the programme in 1996."

6. While noting the reasons given by the Secretary-General in favour of maintaining the current arrangements, the Committee is of the opinion that there are a number of shortcomings in his report. In the first place, the proposals are not submitted in their proper context. The report does not explain how the New Agenda for the Development of Africa, which derives from General Assembly resolution 46/151, is being implemented by the Secretariat, nor does it contain a clear indication of the role of section 8 in the implementation of that agenda.

7. The Advisory Committee points out that the New Agenda for the Development of Africa has system-wide implications and is financed from throughout the budget and through extrabudgetary resources as well. The Committee believes that the objectives set out in paragraph 43 of General Assembly resolution 48/228 II should have been addressed in the report of the Secretary-General in all their aspects. Specifically, the report should have addressed the question of whether General Assembly resolution 48/228 could require the incorporation of all activities throughout the budget related to the New Agenda for the Development of Africa. In that case resources would have to be transferred to the new section from a variety of other sections.

8. In this connection, the Advisory Committee points out that, although the United Nations has a "programme" budget, it is generally along the lines of organizational units. This being the case, it is the view of the Advisory Committee that if, in requesting the Secretary-General to consider the establishment of a new budget section, the intention of the General Assembly was to incorporate in it all activities relating to the New Agenda, then this would require a substantial change in existing budgetary procedures by establishing a budget section that cuts across organizational lines. The Secretary-General should analyse the implications of the above and report to the General Assembly for a policy decision.

9. In paragraph 6 of his report, the Secretary-General outlines the additional activities to be undertaken under programme 45. The Advisory Committee notes that a number of these additional activities are intended to implement the Tokyo Declaration. In this connection, the Committee recalls that the General Assembly in paragraph 25 of its resolution 48/214,

"Requests Governments and organs, organizations and bodies of the United Nations system and intergovernmental and non-governmental organizations within their respective spheres of competence to take

appropriate measures in order to implement the commitments contained in the Tokyo Declaration and to take other initiatives, as may be necessary, with the participation of interested parties from Africa and the international community, to ensure an effective follow-up of the Conference."

The Advisory Committee also observes that some of these activities are similar to the operational activities undertaken by agencies such as the United Nations Development Programme and the United Nations Conference on Trade and Development. In this connection, the Committee trusts that efforts will be made to avoid duplication. Additional information on the relationship of these activities to the commitments referred to in the Tokyo Declaration would have been useful.

10. The Advisory Committee notes that an amount of \$428,500 has been proposed as additional resources to be met from within the overall 1994-1995 appropriation through redeployment from the programme under section 3 of the budget dealing with the elimination of apartheid.

11. In this connection, the Committee observes that, while political developments have taken place in South Africa, the General Assembly has not yet taken a decision to reduce the activities in section 3. In this connection, the Advisory Committee recalls what it had noted in paragraph 12 of its report of 3 December 1993 (A/48/7) that "in a number of programmes it is possible that mandates relating to certain policy-making organs and the substantive activities undertaken under their direction will be terminated or substantially changed during the biennium 1994-1995". The Committee reiterates its opinion that, in such circumstances, "the Secretary-General should report as soon as possible on the use of any resources no longer required for their original purpose".

12. The Advisory Committee therefore recommends that the Secretary-General, at the present stage, be authorized to enter into commitments under section 8 of the programme budget for 1994-1995 not exceeding \$428,500; the question of any necessary additional appropriation and of any necessary transfer of resources can be determined in the context of the performance report. The Committee trusts that every effort will be made to ensure that staff resources authorized by the General Assembly for the Office of the Special Coordinator are in place and are used to the maximum extent.

13. The General Assembly may wish to request the Secretary-General to submit a further report on this matter, which would take into account any further policy guidance it may wish to give and would address the concerns raised by the Advisory Committee above, and in particular in paragraph 8.



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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

United Nations telecommunications systemTenth report of the Advisory Committee on Administrative
and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General on the United Nations telecommunications system (A/C.5/48/11 and Add.1). During the course of its consideration of the report the Advisory Committee met with representatives of the Secretary-General, who provided additional updated information. Subsequently, the Secretary-General submitted a revised report (A/C.5/48/11/Rev.1).
2. The United Nations telecommunications system was established pursuant to General Assembly resolution 240 (III) of 18 November 1948. At its thirty-ninth session, by resolution 39/237 A of 18 December 1984, the General Assembly, on the recommendation of the Advisory Committee, approved the development of an enhanced communications network for the United Nations.
3. The Advisory Committee recalls that the Secretary-General, in his report to the General Assembly at its forty-sixth session (A/C.5/46/5), had presented a description of the existing telecommunications facilities in the United Nations together with a detailed strategy for future developments. In its resolution 46/185 B of 20 December 1991, the Assembly, inter alia, took note of the report of the Secretary-General and endorsed the comments and recommendations of the Advisory Committee contained in its report (A/46/7/Add.12).
4. The Advisory Committee had indicated that the operational arrangements for implementation of a private global network needed to be further developed together with detailed cost estimates. Subsequently therefore, in April 1993, the Secretary-General submitted a report to the Advisory Committee (A/CN.1/R.1169) proposing a satellite backbone network. The response of the Advisory Committee to that report, while welcoming the benefits outlined in it

by the Secretary-General, indicated that final approval of the proposals would have to be sought from the General Assembly at its forty-eighth session. The text of the Advisory Committee's response is attached as annex I below.

Present status of the United Nations telecommunications network

5. In paragraph 8 of his report (A/C.5/48/11/Rev.1), the Secretary-General describes the existing United Nations telecommunications network, which basically consists of two parts. The first part consists of a series of commercially leased alternate voice and data (AVD) circuits and digital circuits for integrated voice and data services, as well as the use of commercial facilities through major carriers, including the facilities of the International Maritime Satellite Organization (INMARSAT). The second part comprises United Nations-owned satellite Earth stations ranging from 1.8 to 11 metre antennae, with circuits operating under a lease agreement with the International Telecommunications Satellite Organization (INTELSAT).

6. In March 1993, an amendment to the agreement for the leasing of space segment capacity authorized the expanded use of INTELSAT satellites by the United Nations. As a result, using its own network, the United Nations is in a position to provide telecommunications service to the United Nations system.

Network options considered

7. A study carried out by the United Nations, in close association with the International Telecommunication Union (ITU), after considering a variety of technologies, concluded that a satellite-based telecommunications network with a terrestrial back-up would be the most cost-effective configuration for the United Nations and would also provide the quality and range of services required by the Organization to carry out its activities. The range of options considered in this connection is indicated in paragraph 10 of the report of the Secretary-General under consideration.

Shortcomings in the present system versus benefits of the proposed expanded network

8. The Advisory Committee was informed that there were several shortcomings in the telecommunications system presently being utilized, which the proposed satellite network would overcome. The most important of these shortcomings is the inability to provide, on a global basis, timely, adequate and efficient telecommunications support for peace-keeping and humanitarian and emergency operations. These operations currently rely very heavily on INMARSAT facilities, particularly in the early phases of a peace-keeping operation. Apart from technical "built-in" limitations, the operating costs are comparatively high. For example, the Advisory Committee was informed that the user charge per minute for INMARSAT and associated facilities averaged \$6.50, and that an average of \$40,000 per month per terminal is currently spent on INMARSAT user charges. Furthermore, the present leased facilities which are required to meet the administrative needs of the Organization, apart from being expensive, have a limited capacity to handle and transmit automated data. In areas where only the AVD circuits are available, for example, Nairobi and Addis Ababa, a major drawback is that at any given time the user has to choose

between voice or data transmission since the circuit cannot handle both at the same time. As indicated in paragraph 9 of the report of the Secretary-General and as further explained to the Advisory Committee, the commercial services currently being utilized entail high operating costs. The leased circuits have inherent limitations, in addition to which there are high costs and delays in the start-up of facilities for peace-keeping field missions. There is also a lack of flexibility for growth and reconfiguration in the present system.

9. The Advisory Committee was informed that with the recent amendment to the agreement, which lifted restrictions on INTELSAT-leased space by the United Nations, the Organization had a unique opportunity not only to expand its existing satellite telecommunications facilities but also to convert from the varied leased services to a United Nations-owned, totally integrated digital satellite network that would provide a rapid, reliable and economic response to the Organization's communication requirements. The Advisory Committee was informed that, in addition to the fact that the proposed expanded and integrated satellite network would be more efficient and cost-effective for the United Nations, its flexibility would enable the Organization either to expand or to reduce the system according to the Organization's needs. The various benefits of the proposed expanded satellite network are outlined in paragraphs 50 and 51 of the report of the Secretary-General.

10. The Advisory Committee was informed that improvements to and expansion of the existing United Nations-owned portions of the telecommunications system which have been under way have shown positive results in terms of efficiency and cost-avoidance. In support of this, the Advisory Committee was provided with an illustrative table comparing the current United Nations-network telephone rates with commercial rates (see annex II below). The Advisory Committee was informed that that table updated and replaced the information given in annex I of the report of the Secretary-General. The Advisory Committee believes that information should have been provided to explain the variations in unit costs and is of the opinion that there is a need for improvement in the collection of statistics with a view to providing a more accurate assessment of unit costs both to the United Nations and for those to be charged to other users. The Advisory Committee was informed that the United Nations-network rates were under review and would be subject to further downward revision.

Engineering and design considerations and proposals

11. The overall network design concept, after review of options and of specific United Nations telecommunications requirements, is described in paragraphs 24 to 33 of the report of the Secretary-General. For reasons outlined in paragraphs 24 and 25 of that report, it is proposed that the United Nations telecommunications system consist of stationary INTELSAT international business service-type (IBS) Earth stations to meet the heavy traffic requirements, such as for voice, data, facsimile and telex, and the portable very small aperture terminals (VSAT) service, which would respond to the diversity and ad hoc nature of peace-keeping activities and the needs of the specialized agencies as required. Thus, the present proposal would be an expansion and upgrading of the existing telecommunications network which would, in major part, involve a shift from INMARSAT to INTELSAT usage.

12. As indicated in paragraph 27 of the report, full connectivity of the United Nations telecommunications network would require the use of three geostationary satellites with three hub stations. However, for the short and medium-term requirements of the United Nations, the Secretary-General is proposing the use of only two satellites and the upgrading of the current Earth station at New York to serve as the primary hub station for the Atlantic Ocean region (AOR) satellite, and a second hub station at Geneva or Vienna for the Indian Ocean region (IOR) satellite.

13. The Advisory Committee was informed that the United Nations Headquarters hub in New York operates on the AOR satellite and covers North and South America, as well as Europe and Africa; the European hub would operate on both the AOR and the IOR satellites and would cover Europe and Asia from the United Kingdom of Great Britain and Northern Ireland to Japan, while also covering Africa and Australia. It would require two Earth stations, to be placed back-to-back in Europe, to inter-connect traffic between the Atlantic and Indian Ocean regions. The Advisory Committee was informed that it had not yet been decided whether the European hub station would be located at Geneva or Vienna.

14. As indicated in paragraph 31 of the report, the European hub stations will have the capability of not only providing services to ongoing peace-keeping missions such as the United Nations Operation in Somalia and the United Nations Protection Force, but to all future peace-keeping missions; with the installation of the European hub stations, the need to build a hub Earth station for each new peace-keeping or other field operation, as is the current practice, will be eliminated.

15. As indicated in paragraphs 32 and 33 of the report, each of the regional commissions will have an Earth station, to be connected to the major hub stations via the AOR and the IOR satellites. The Advisory Committee was informed that, in addition to the Earth station at Addis Ababa, an Earth station would also be required at Nairobi, not only because there were a number of United Nations offices at Nairobi but also because there was a lack of appropriate telecommunications infrastructure in the region.

16. The organizational and management structure is discussed in paragraphs 34 to 43 of the report; table 1 shows the distribution of the 54 posts in various locations (see para. 25 below). While the Advisory Committee does not object to the distribution of posts as shown in table 1 of the report, the Committee is concerned that the report does not clearly identify the area or individual post where the ultimate responsibility for the telecommunications project would rest. The Advisory Committee requested and was provided with an organizational chart of the Electronic Services Division of the Office of General Services, which is currently responsible for the telecommunications facilities within the United Nations. The Advisory Committee recommends that an individual be entrusted with the overall management of and responsibility for the project through its completion as outlined in the report of the Secretary-General. The Advisory Committee also recommends continued close cooperation between the Office of General Services and the Department of Peace-Keeping Operations, with a clear delineation of responsibilities between them.

Participation of the specialized agencies

17. In its letter of 15 July 1993 to the Secretary-General (see annex I below), the Advisory Committee had requested details on the participation of the specialized agencies in the proposed project. The Advisory Committee was informed by the representatives of the Secretary-General that at the present time the United Nations is the only entity within the United Nations system recognized by ITU as having the same rights and privileges for operating telecommunication services as a Member State which is a member of ITU. The Advisory Committee was further informed that if the specialized agencies were to share in the capital costs of the project this could be construed as ownership, and, as such, would contravene the terms of the agreement with ITU.

18. The Advisory Committee notes from paragraph 15 of his report that the Secretary-General believes that if the existing United Nations telecommunications network were to be expanded as proposed for the sole use of the United Nations, it would still prove cost-effective and provide the United Nations with efficient service, which could be extended to the specialized agencies as required.

19. While the Advisory Committee accepts the explanation regarding the non-participation of the specialized agencies in the capital costs of the expansion of the network, the Committee does not believe that the fee to be charged to the specialized agencies should be set at this stage; the Committee intends to revert to this matter in due course (see para. 10 above). The Advisory Committee believes that the proposal for a special account for the crediting of income from telecommunications operations as indicated in paragraph 66 of the report of the Secretary-General should be further examined and that, pending such examination, any income should be credited to miscellaneous income. The Advisory Committee intends to revert to this matter as well.

Project budget and implementation timetable

20. As shown in table 2 of the report of the Secretary-General, the estimated cost at current rates, on a biennial basis, for the enhanced satellite network is \$20,772,300, of which \$8,739,300 is capital expenditure and \$12,033,300 is recurrent. However, in view of the delay in start-up due to the fact that the project has not yet been approved by the General Assembly, the 1994-1995 requirements, based on a phased implementation timetable, shown in paragraphs 46 to 49 of the report, would amount to \$16,928,100, of which \$8,188,800 would be recurrent and \$8,739,300 non-recurrent.

21. As shown in table 5 of the report of the Secretary-General, the one-time non-recurrent cost of \$8,739,300 is for (a) the acquisition of seven satellite Earth stations (two for the European hub station and one each at Addis Ababa, Bangkok, Santiago, Amman and Nairobi), (b) the upgrading of the New York Headquarters Earth stations, (c) a satellite monitoring, alarm and control system at New York and the European hub stations, (d) site preparation, installation and related costs at hub stations, and (e) the acquisition of a set of 15 small portable Earth stations (VSATs) (priced as at May 1994 at \$50,000 each). The recurrent costs of \$8,188,800 in 1994-1995, also based on the phased

implementation timetable, consist of staffing requirements (\$4,545,000) and satellite leases (\$3,643,800).

22. Proposed funding for the network and cost-sharing between the budgets of peace-keeping operations and the activities funded by the regular budget of the United Nations is discussed in paragraphs 60 and 61 of the report of the Secretary-General. Table 5 of the report sets out the estimated 1994-1995 cost and proposed funding of the enhanced telecommunications system. The Advisory Committee was informed that maintenance costs would only be incurred once the guarantee period for the Earth stations had elapsed.

Costs proposed to be assigned to the regular budget

23. The regular budget's share of the total recurrent costs of \$8,188,800 for 1994-1995 amounts to \$4,423,100 (see table 5 of the report of the Secretary-General). Of this amount, as indicated in paragraph 62 of the report, \$4,116,100 is proposed to be met from existing resources, leaving a balance of \$307,000 which relates to additional staff costs to be funded by the regular budget.

24. Of the total non-recurrent requirements of \$8,739,300, it is proposed that \$3,889,300 be borne by the regular budget, of which a provision of \$1,134,500 relating to the non-recurrent costs of the satellite Earth stations at Addis Ababa and Bangkok have been included in the total cost of the construction of projects at those locations. Provisions for the non-recurrent costs for the Earth stations at Santiago, Amman and Nairobi, including related costs as set out in table 5 of the report, are estimated at \$2,754,800 and are being requested under section 30 of the budget. The Advisory Committee notes the statement of the Secretary-General in paragraph 71 of his report that this request would constitute a reinstatement of his initial request, which amounted to \$2,853,900, in the proposed programme budget for the biennium 1994-1995.

25. Funding for the 54 posts which will be required for the project is discussed in paragraphs 62 and 63 of the report of the Secretary-General. As indicated, of the 54 posts required for the operation and maintenance of the Earth stations, it is proposed to meet the cost of 29 posts from the regular budget. However, of these 29 posts it is estimated that the cost of 25 posts could be met from within the existing resources, while the additional posts would entail \$307,000 for the biennium 1994-1995 in recurrent costs under the regular budget (see para. 23 above).

Costs proposed to be assigned to budgets of peace-keeping operations

26. As shown in table 5 of the report of the Secretary-General, the amount of \$3,012,300 (recurrent costs) as a contribution from peace-keeping budgets for satellite leases has already been budgeted for telecommunications requirements in existing operations. An additional recurrent cost of \$753,400 has been shown for staff costs, bringing the total recurrent costs for 1994-1995 to \$3,765,700. The Advisory Committee was informed that, for reasons indicated in paragraph 69 of the report of the Secretary-General, 25 of the additional 54 posts required would come from peace-keeping operations. The Committee requested a functional breakdown of these additional posts, which was provided (see annex III below).

27. The 1994-1995 share (\$4,850,000) which the Secretary-General proposes to charge to peace-keeping operations as non-recurrent requirements relates to the satellite Earth stations for the European hub, the upgrade of the Earth station at New York, the related costs and the 15 portable Earth stations.

Rationale for cost sharing: potential savings

28. The Advisory Committee inquired into the relationship between the budgets of peace-keeping operations and the regular budget in the proposed enhancement of the telecommunications system, as well as into the rationale for cost-sharing between the budgets of peace-keeping operations and the activities funded by the regular budget.

29. The Advisory Committee was informed that, as indicated in paragraph 60 of the report of the Secretary-General, the major benefits of the estimated reduction in communications costs expected from the implementation of the proposed satellite network would be to the budgets of peace-keeping operations (see paras. 30 and 31 below). The Secretary-General was therefore proposing that contributions from peace-keeping operations should support the installation and the expansion of the network. However, it is not clear to the Advisory Committee the basis on which specific amounts have been apportioned to the peace-keeping operations and to the regular budget. The Advisory Committee requests the Secretary-General to develop a simple formula for the equitable apportionment of these costs, taking into account, inter alia, usage and volume of traffic.

30. As indicated in paragraph 56 of the report of the Secretary-General, current telecommunications requirements of peace-keeping operations are being provided by a combination of United Nations Earth stations, INMARSAT and national telecommunications networks. The utilization costs for INMARSAT usage average \$6.50 per minute. In addition to the four- to six-month delay which an operation now encounters in the acquisition and installation of a hub station to establish both domestic and international telecommunications service, the capital cost for the installation of the station and the international gateway exchange (excluding the domestic link, i.e., the internal connections within a mission area), is approximately \$500,000; the stations and associated equipment are also currently purchased or leased from INMARSAT at a very high cost. The Advisory Committee was informed that in the past the leasing of INMARSAT equipment was less cost-effective and that the United Nations therefore owns most of its INMARSAT terminals.

31. As indicated in paragraph 73, as well as in table 3, of the report of the Secretary-General, it is anticipated that, when the proposed enhanced system becomes operational, total biennial communications expenditures of the United Nations under the regular budget would amount to \$12.5 million ^{1/} as compared to \$16.1 million, and that, in respect of peace-keeping operations, current biennial expenditures for communications, which amount to \$22.8 million, would be reduced to \$7.2 million. On that basis, it is estimated that the one-time cost of acquisition and installation of the Earth stations could be recovered within a year from savings under communications requirements of both the regular budget and the budgets for peace-keeping operations. The recurrent requirements

for peace-keeping operations would also be substantially less (see para. 33 below).

32. At the present time the United Nations has an inventory of approximately 240 INMARSAT terminals, about 20 of which are owned by individual military contingents but entail user charges for the United Nations. The Committee was informed that on installation of the proposed satellite network only about 25 per cent of the existing INMARSAT terminals would be retained on a contingency basis, while the balance of the terminals would be sold at an estimated value of \$5,000 to \$10,000 each. The Advisory Committee was informed that the proceeds from the sale of INMARSAT terminals, together with existing budgetary provisions, could be used to acquire VSAT terminals which do not entail user charges.

33. Details of potential savings under the proposed satellite network are discussed in paragraphs 52 to 58 of the report of the Secretary-General; potential savings, at 1994-1995 rates, for the biennium 1996-1997 (the first biennium of full operation), after deducting the cost of implementation of the new system are projected at \$7,751,900, based on the assumption of stabilized requirements at the present level and cost-sharing arrangements proposed by the Secretary-General. Table 3 of the report of the Secretary-General provides details on the projected net savings. As shown in that table, projected regular budget savings amount to \$3,553,400, while savings for peace-keeping operations are projected at \$15,600,000, for a total projected amount of \$19,153,400 in savings, offset by the cost of implementation of the project, leaving a total projected savings of \$7,751,900.

34. The Advisory Committee trusts that the enhanced United Nations telecommunications satellite system, as proposed by the Secretary-General, will be completed as outlined in his report and in the time-frame of the biennium 1994-1995. Subject to this and bearing in mind the Advisory Committee's observations and comments in paragraph 19 above, the Advisory Committee recommends acceptance of the proposals of the Secretary-General. However, in view of the savings envisaged in the conversion of the existing facilities to the proposed network and the income from the sale of such items as the INMARSAT terminals, the Advisory Committee does not recommend any additional appropriation of funds at this time; the Advisory Committee will revert to this matter in the context of the first performance report, on the basis of which such additional appropriation as may be necessary can be considered.

Notes

1/ This amount takes into account the total communications expenditures, including those incurred for maintaining the terrestrial back-up (see para. 7 above) leased lines.

Annex I

LETTER DATED 15 JULY 1993 FROM THE CHAIRMAN OF THE ADVISORY
COMMITTEE ON ADMINISTRATIVE AND BUDGETARY QUESTIONS TO THE
SECRETARY-GENERAL

1. The Advisory Committee on Administrative and Budgetary Questions has considered your report dated 8 April 1993 relating to arrangements for the introduction of a common telecommunications system for the United Nations (A/CN.1/R.1169).
2. The Advisory Committee notes that this particular subject has been before the Committee and the General Assembly for sometime now. In fact your current proposal is in response to the Committee's recommendation to the forty-sixth session of the General Assembly for a comprehensive proposal for expansion of the existing telecommunications network to be submitted by you (see A/46/7/Add.12). At that time, the Advisory Committee had also recommended that your report include the implementation schedule, cost estimates and plan of financing together with a cost-benefit analysis, comparing the rates of national/commercial communication carriers with the current and proposed rates of the United Nations networks. Additionally, the Committee believed that the operational arrangements for implementation of a common carrier system needed to be further developed together with cost estimates, in close consultation with the specialized agencies.
3. As stated in paragraph 4 of your report, based on the study carried out by the Electronic Services Division in association with the International Telecommunication Union (ITU), a satellite-based telecommunications network with a terrestrial back-up would be the most cost-effective configuration for the United Nations.
4. As stated in paragraph 13 of the report, after review of the United Nations telecommunications requirements, you recommend that "the United Nations adopt the INTELSAT Business Service-type (IBS) earth station for its primary and secondary nodes and use an appropriate mix of both IBS and the Very Small Aperture Terminal (VSAT) technologies as and when required within the INTELSAT environment". Further information as to the network design and location are given in paragraphs 14 to 20 of your report. For reasons given in paragraph 5 of your report, you propose the configuration of an initial backbone satellite network as an interim step towards a global telecommunications network.
5. The Advisory Committee was informed that with the implementation of the project there would be biennial savings of over \$1.7 million achieved in leased line charges, over \$1.2 million in public switched network charges and about \$23.6 million in reduced INMARSAT charges.
6. The Advisory Committee welcomes the benefits outlined in your report and appreciates your efforts to address the Committee's concerns. The Committee is, however, unable to assess the full cost-benefit implications of the initial network in the absence of relevant information on the proposed global network, of which this is the first step, and the details relating to subsequent phases.

/...

Final approval for your proposal will have to be sought from the General Assembly at its forty-eighth session. The report provided to the Advisory Committee can serve as the basis for your submission to the General Assembly but the Committee believes that in addition to what is indicated above, greater attention needs to be given to a number of matters including:

- (a) A brief background of the different options considered by you and a rationale for your selection of this particular option;
- (b) An indication of comparative rates of national/commercial carriers vis-à-vis your proposal;
- (c) An analysis of the level of telecommunications traffic relating to activities funded from regular budget and peace-keeping operations;
- (d) The rationale for the sharing of financing as outlined in your report, with an indication of possible other options in the financing of the capital and ongoing costs of the network;
- (e) Details as to specialized agencies' involvement in the proposal, including the possibility of their sharing in the capital costs;
- (f) Other details, including questions of organizational control, management and supervision;
- (g) Administrative policy and procedures relating to tariffs, billing, etc.

7. With regard to staffing provisions, the Advisory Committee believes that your current report does not identify the entity or organizational structure within which the posts will be placed, particularly at the completion of the project. Furthermore, the information provided seems to indicate that the 54 posts envisaged by you would relate solely to the technical aspects of the project. Presumably a project of this nature and magnitude, where it is envisaged to provide competitive services to users, would require administrative backstopping.

8. Pending the submission of your report to the General Assembly, you may wish to proceed as necessary (but without financial implications) to ensure that, should the General Assembly give its approval, execution could commence forthwith.

Annex II

COMPARISON OF TELEPHONE RATES

Calls originating in New York
(Standard rates per minute)

Country/ city	United Nations network rates	Discount commercial rates	Published commercial rates	Foreign rates to New York	1993			Cost variance
					United Nations network traffic (in minutes)	Equivalent commercial costs	Equivalent network costs	
Austria	0.85	0.89	1.80	1.50	44 751	85 026.90	38 038.35	46 988.55
Chile	0.85	1.09	2.36	1.45	69 122	163 127.92	58 753.70	104 374.22
Ethiopia	0.85	1.77	3.24	5.11	13 360	43 286.40	11 358.00	31 930.40
France	0.85	0.74	1.78	1.00	75 280	133 962.80	63 971.00	69 991.80
Kenya	0.85	1.45	2.81	3.00	11 715	32 919.15	9 957.75	22 961.40
Switzerland	0.85	0.86	2.02	1.00	299 801	605 598.02	254 830.85	350 767.17
Thailand	0.85	1.80	4.11	1.82	51 401	211 258.11	43 680.85	167 567.26
Jordan	0.85		3.59	2.84				
Angola	0.85	2.08	4.14	N/A	92 743	383 958.02	78 831.55	305 124.47
Somalia	0.85	8.41	4.91	N/A	247 387	1 214 670.17	210 278.95	1 004 391.22
Iraq	0.85	1.85	3.59	N/A	560	2 010.40	476.00	1 534.40
Israel	0.85	1.55	3.13	1.55	17 352	54 311.76	14 749.20	39 562.56
Kuwait	0.85	1.46	3.31	1.83	29 484	97 592.04	25 081.40	72 530.64
Lebanon	0.85	3.23	3.35	N/A	28 829	96 577.15	24 504.85	72 072.50
Syria	0.85	1.58	3.07	N/A	16 494	50 636.58	14 019.90	36 616.68
Cyprus	0.85	1.20	2.32	2.45	3 217	7 463.44	2 734.45	4 728.99
Pakistan	0.85	2.02	4.62	N/A	5 446	25 160.52	4 629.10	20 531.42
Cambodia	0.85	N/A	2.32	N/A	23 488	54 492.16	19 984.80	34 527.36
El Salvador	0.85	1.21	2.25	5.00	49 232	110 772.00	41 847.20	68 924.80

Country/ city	1993							
	United Nations network rates	Discount commercial rates	Published commercial rates	Foreign rates to New York	United Nations network traffic (in minutes)	Equivalent commercial costs	Equivalent network costs	Cost variance
Yugoslavia	0.85	1.74	2.32	N/A	52 318	121 377.76	44 470.30	76 907.46
Mozambique	0.85	2.69	3.59	N/A	-	-	-	-
El Asion	0.85	2.04	2.73	8.70	<u>59 828</u>	<u>163 357.74</u>	<u>50 882.30</u>	<u>112 495.44</u>
Total					<u>1 191 798</u>	<u>3 857 557.04</u>	<u>1 013 028.30</u>	<u>2 844 528.74</u>

/...

Annex III

FUNCTIONAL DESCRIPTION OF ADDITIONAL POSTS

A. Professional posts

1. The main functions of the P-4 posts would be the overall supervision of the telecommunication services unit of the field offices. In close coordination with the Electronic Services Division of the Office of General Services at Headquarters, these units will provide support to peace-keeping field operations in carrying out planning and budgeting for the telecommunication system; establish and enforce operation and maintenance procedures; administer all local telecommunications contracts and ensure system security.

B. General Service and local posts

2. The General Service and local posts at each field office will carry out both technical and administrative duties. The technical functions include: the operation of the satellite Earth stations and related telecommunications, and maintenance of established operational procedures. The administrative functions include: billing and charge back, preparing the database of telecommunication services and users, training of users on new telecommunication services and operations, updating the local component of the centralized spare parts management system and ordering and procurement of telecommunication equipment and services.



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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

Staffing and functions of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights

Eleventh report of the Advisory Committee on Administrative and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General (A/C.5/48/77) on the staffing and functions of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights and met with representatives of the Secretary-General.
2. The General Assembly, by its resolution 48/141 of 20 December 1993, established the post of the High Commissioner for Human Rights; in this connection the Secretary-General submitted a statement of programme budget implications (A/C.5/48/61) indicating that, while the High Commissioner would draw on the resources of the Centre to fulfil his tasks, a number of additional posts (one Under-Secretary-General, two P-5 and three General Service) would need to be established, with operational funds totalling \$1,471,400. While the Assembly did not approve the establishment of these posts, it authorized the Secretary-General to enter into commitments not to exceed \$1,471,400.
3. By its resolution 48/121 of 20 December 1993, the General Assembly endorsed the Vienna Declaration and the Programme of Action, adopted by the World Conference on Human Rights; in a related statement of programme budget implications (A/C.5/48/46) the Secretary-General indicated that one P-5, one P-4 and two General Service posts would be required, with operational funds totalling \$1,167,500. The Assembly did not approve the establishment of these posts but authorized the Secretary-General to enter into commitments not to exceed \$1,167,500.

4. The Advisory Committee recalls that the General Assembly, in its resolution 48/228 A of 23 December 1993, while accepting the proposals of the Secretary-General for the staffing resources for human rights activities, requested the Secretary-General to review the allocation of resources among the approved programmes in section 21 of the programme budget so as to ensure the most effective delivery of all mandated activities.

5. The General Assembly also requested the Secretary-General to provide for its review at its resumed forty-eighth session information which the Advisory Committee had requested, i.e., information relating to questions of redeployment, conversion and creation of posts with a clear table indicating the existing posts, a precise description of the functions to be performed by the 55 posts involved (24 new, 19 redeployed and 12 converted), an explanation of the programmatic justifications of the redeployment and an update of the proceedings in the Third Committee with regard to the Vienna Declaration and the Programme of Action.

6. The Advisory Committee believes that the information provided in the Secretary-General's report represents a partial response to the questions previously raised by the Committee and requested by the General Assembly as indicated in paragraphs 4 and 5 above. While the report contains a comprehensive list of posts, both existing and proposed, it does not clearly indicate the organizational and resource relationship between the Centre and the Office of the United Nations High Commissioner for Human Rights.

7. However, the Advisory Committee notes from paragraph 4 of the Secretary-General's report that in the limited amount of time since the High Commissioner took up his duties on 31 March 1994, it has not been possible for him to complete a review of the current organizational arrangements for his office in particular and the Centre as a whole, and to fully assess his requirements. The Advisory Committee trusts that in assessing the requirements of the High Commissioner as well as the Centre, the Committee's concerns and observations in the paragraphs below will be borne in mind.

8. The Advisory Committee requests that the Secretary-General indicate to what extent General Assembly resolutions 48/121, 48/129 of 20 December 1993 (on strengthening the Centre for Human Rights), and 48/141 have been implemented with respect to the existing structure of the Centre vis-à-vis the Office of the High Commissioner. The Advisory Committee believes that the mandates under General Assembly resolution 48/141, together with the existing mandates relating to the Centre, need to be considered in a comprehensive manner with a view to avoiding duplication and to ensuring that optimum use of existing resources is made. For this purpose, the Committee recommends that an organizational chart indicating the entire staffing complement be provided.

9. For example, from the information provided in the Secretary-General's present report, there appears to be duplication of existing and envisaged functions and resources, in areas such as the Liaison Office in New York. The Advisory Committee does not believe there is sufficient justification for creating additional and/or separate entities performing similar or related functions. The Committee trusts that in assessing the overall requirements as

indicated above, utmost care would be taken to ensure that neither functions nor resources are duplicated.

10. The Advisory Committee draws the attention of the General Assembly to the question of the appointments of special representatives for human rights. The Committee believes that there is a need for clarification of the role of the Special Representative of the Secretary-General for Human Rights vis-à-vis the Centre, the High Commissioner and the Commission for Human Rights. Clarification should include the terms of appointment and conditions of service of the special representatives as well as the method of financing.

11. Upon receipt of the additional information as requested, and the finalization of the assessment as indicated in paragraph 7 above, the Advisory Committee will revert to the consideration of the staffing and functions of the Office of the United Nations High Commissioner for Human Rights and of the Centre for Human Rights.



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PROGRAMME BUDGET FOR THE BIENNIUM 1994-1995

Proposed reclassifications of postsTwelfth report of the Advisory Committee on Administrative
and Budgetary Questions

1. The Advisory Committee on Administrative and Budgetary Questions has considered the report of the Secretary-General (A/C.5/48/75) on proposed reclassifications of posts. During the consideration of the report, the representatives of the Secretary-General provided additional information to the Advisory Committee.

2. The report of the Secretary-General was prepared in response to the recommendation made by the Advisory Committee (see A/48/7, para. 63) when it reviewed the proposed programme budget for the biennium 1994-1995, 1/ namely, that any consideration of reclassifications should be deferred until they could be considered by the Advisory Committee on the basis of a resubmission from the Secretary-General that would contain adequate justification and would be the result of a completed internal review process. Accordingly, based on the results of the completed internal review process, the Secretary-General currently proposes the reclassifications of 42 posts, as follows:

(a) Upward reclassifications

2 D-1 to D-2
4 P-5 to D-1
5 P-4 to P-5
5 P-3 to P-4
10 P-2 to P-3
8 GS to P-2
Total (a): 34

(b) Downward reclassifications

1 D-2 to D-1
1 D-1 to P-5
1 P-4 to P-3
Total (b): 3

As reflected in paragraphs 52 and 53 of the report, the Secretary-General proposes the reclassification of an additional five General Service posts (Other

level) to the Principal level. These proposed reclassifications were inadvertently omitted from the proposed programme budget for the biennium 1994-1995.

3. Upon inquiry, the Advisory Committee was also informed that the reclassification of five posts previously included in the proposed programme budget for the biennium 1994-1995 was no longer included in the report of the Secretary-General (A/C.5/48/75), since this reclassification was not supported by the internal review process.

4. In response to the Committee's question on the promotion of staff against posts that had not been approved by the General Assembly for reclassification, it was informed that the promotion of the following staff had been implemented: P-5 to D-1, Chief, Contribution Section, Department of Administration and Management, Office for Programme Planning, Budgeting and Finance; P-4 to P-5, Coordinator, Contractual Translation, Department of Administration and Management, Office of Conference Services; P-3 to P-4, Chief, General Accounts Unit, United Nations Office at Geneva; GS to P-2, Economist, the Economic Commission for Latin America and the Caribbean (ECLAC); GS to P-2, Librarian, ECLAC; GS to P-2, Public Information Officer, the Economic and Social Commission for Western Asia (ESCWA); GS to P-2, Industrial Development Officer, ESCWA; GS to P-2, Printing Officer, ESCWA; and GS to P-2, Economic Affairs Officer, ESCWA. The Advisory Committee expects that this situation, which results in incumbency grading at a higher personal grade level than the level of the post and leads to serious anomalies, will not be allowed to recur.

5. The Advisory Committee was informed that the internal reclassification procedures were based on a common job classification system developed by the International Civil Service Commission. The job classification standards consist of three tiers. The master standard (Tier I), which employs a point-factor system, is the most general of the three tiers. Six factors are taken into account when grading a job: professional knowledge, difficulty of work, independence of work, work relationships, supervisory responsibilities and impact of work. Tier I also provides a framework for job design and human resource planning. The second group (Tier II) consists of separate descriptive standards for major occupations. These narrative standards, giving examples of typical duties at each level, assist in indicating how the master standard should be applied in making meaningful distinctions between levels of work within an organization and in assigning proper grade levels to similar functions across organizations. Tier II standards have been established for the following occupational groups: translators and revisers; personnel management specialists; economists; technical cooperation administrators; computer information specialists; purchasing and contracting specialists; auditors; civil engineers; public information specialists; financial management specialists; jurists; editors; and statisticians. The third group of standards (Tier III) is intended to cover jobs at a given grade level within one field of work in a single organization.

6. Justification of the proposed reclassifications is provided in paragraphs 4 to 54 of the report of the Secretary-General; paragraph 55 contains a breakdown by budget section of the estimated additional requirements of \$1,507,900 (net)

relating to the proposed reclassifications, on the basis of standard costs for the full biennium 1994-1995.

7. In reviewing the report of the Secretary-General, the Advisory Committee recalled its observations and recommendations outlined in paragraphs 20 to 23 of its report (A/47/7/Add.9), when the Committee considered the report of the Secretary-General on procedures and norms for the creation, suppression, reclassification, conversion and redeployment of posts (A/C.5/47/4). At that time, the Committee indicated that it recognized that the report of the Secretary-General was a preliminary response to General Assembly resolution 46/185 B, section II, of 20 December 1991. The Committee also noted the constraints that existed in the establishment and application of uniform workload standards for determining the relative grading of functions within the Organization. The Advisory Committee had not objected, in principle, to the idea of the Secretary-General of integrating levels P-2 to P-4 for budgetary purposes, which could rationalize and expedite the consideration of staffing table proposals. However, subject to such decisions as the General Assembly might take in the context of its agenda on personnel questions, the Committee recommended that the integration, for budgetary purposes, be instituted in two parts, namely, levels P-1 and P-2, and P-3 and P-4.

8. In section I.E of its resolution 48/218 E of 23 December 1993, the General Assembly took note "of the note by the Secretary-General on procedures and norms for the creation, suppression, reclassification, conversion and redeployment of posts, regretted that the Secretary-General had not provided a report on those issues and requested that such a report be submitted, through the Committee for Programme and Coordination and the Advisory Committee on Administrative and Budgetary Questions, to the General Assembly at its forty-ninth session. On the basis of its experience during the consideration of the proposed programme budget for the biennium 1994-1995, the Advisory Committee recommends that the report to be submitted by the Secretary-General include his views on how the current procedures could be changed in order to achieve the following objectives: (a) granting to the Secretary-General the authority to reclassify posts up to the P-5 level, while ensuring that the relationship between the overall numbers for each grade level is maintained; (b) ensuring that the existing appropriations are not exceeded; and (c) ensuring that adequate control by the Secretariat and monitoring by the General Assembly are in place, including procedures for providing information to the Advisory Committee and the Assembly on action taken by the Secretary-General under his authority. Such a new system as might be proposed by the Secretary-General could, initially, be implemented for a trial period of two bienniums.

9. The Advisory Committee concurs in the proposed reclassifications during the biennium 1994-1995 of 5 General Service posts (Other level) to the Principal level, 8 General Service posts to the P-2 level, 10 P-2 posts to the P-3 level, 5 P-3 posts to the P-4 level and 1 P-4 post to the P-3 level.

10. With regard to the proposed reclassifications of posts at the P-4 level and above, the Advisory Committee has concurred in each of the Secretary-General's requests; its specific observations and recommendations are given in the paragraphs below.

11. The Advisory Committee recommends that the additional requirements relating to the recommended reclassifications be met from within existing regular budget resources. Any additional requirements should be reported in the second performance report for the biennium 1994-1995.

(a) Section 1: D-1 to P-5. Executive Secretary,
Board of Auditors

12. As stated in paragraph 4 of the report, the level and functions of the post at the time of the classification review were found to meet the criteria for classification at the P-5 level. In this connection, the Advisory Committee recalls that, at the proposal of the Secretary-General, contained in his proposed programme budget for the biennium 1986-1987, 2/ the General Assembly classified the post of the Executive Secretary of the Board of Auditors at the D-1 level; the Secretary-General's proposal was based on the result of a completed internal review process in the course of which the post was classified at the D-1 level by the Classification Section. The Advisory Committee regrets that no substantive justification was included in the report of the Secretary-General regarding the proposed reclassification of the post of the Executive Secretary of the Board of Auditors at the P-5 level. The Committee was subsequently informed that the reclassification of the post at the D-1 level was attributable to a particular qualification of the then incumbent of the post, who had since then retired. In this connection the Advisory Committee reiterates its view that reclassifications should be proposed and considered only in relation to the post itself, without regard to a particular incumbent.

13. At this point, the Advisory Committee concurs in the proposal of the Secretary-General. The Committee believes, however, that the level of this post should be reviewed by the Secretary-General in the context of review of the role and responsibilities of the Board of Auditors.

(b) Section 3: D-1 to D-2. Director. Centre
for Disarmament Affairs

14. Justification for the proposed reclassification of the post of the Director of the Centre for Disarmament Affairs from D-1 to the D-2 level is contained in paragraphs 5 and 6 of the Secretary-General's report. In paragraph 6 the Secretary-General states, inter alia, that the same functions previously carried out by the Under-Secretary-General are mutatis mutandis performed by the Director of the Centre for Disarmament Affairs. The Committee was informed that the functions of the post had not been previously classified and that the classification action had been prompted by the restructuring of the Secretariat. The Advisory Committee concurs in the proposal of the Secretary-General.

(c) Section 3D: D-1 to D-2. Director. Office for Outer
Space Affairs

15. Justification for the proposed reclassification of the post of the Director of the Office for Outer Space Affairs from D-1 to the D-2 level is contained in

paragraph 3D.3 (a) of the proposed programme budget for the biennium 1994-1995 and in paragraphs 7 to 9 of the report of the Secretary-General (A/C.5/48/75). The Committee was informed that the post was internally classified at the D-1 level in April 1985 and that the current classification action was related to the expansion in the scope and complexity of the work programme as a result of organizational restructuring, including the relocation of the Office to Vienna, additional responsibilities for legal issues, follow-up work related to the International Space Year and the recommendations of the United Nations Conference on Environment and Development. The Committee concurs in the proposal of the Secretary-General.

(d) Section 7: P-4 to P-5, Executive Officer,
Office of Legal Affairs

16. As outlined in paragraph 15 of the report of the Secretary-General, the responsibilities of this post have increased as a result of the restructuring exercise in 1992, which resulted in the former Office for Ocean Affairs and the Law of the Sea, including its Kingston Office, being brought into Office of Legal Affairs. In addition, the Office has taken on administrative responsibilities for various commissions and bodies established by recent Security Council resolutions, such as the Iraq-Kuwait Boundary Demarcation Commission, the Commission of Experts established pursuant to Security Council resolution 780 (1992) and the International Tribunal for the Prosecution of Persons Responsible for Serious Violations of International Humanitarian Law Committed in the Territory of the Former Yugoslavia since 1991. The Committee concurs in the proposal of the Secretary-General. At the same time, the Committee recommends that the level of the post of the Executive Officer be reviewed in the light of developments in the responsibility of the Executive Office vis-à-vis the above commissions, the International Tribunal and the Convention on the Law of the Sea.

17. The Secretary-General also proposes the downgrading in the Office of Legal Affairs of a P-4 post of administrative officer to the P-3 level. The Advisory Committee regrets that no information was provided in support of the proposed downward reclassification. The Committee expects to receive in the future the same justification for the proposed downward reclassifications as for upward reclassifications. The Committee concurs in the proposal of the Secretary-General.

(e) Section 9: P-5 to D-1, Chief, Environment and Energy
Statistics Branch, Department of Economic and Social
Information and Policy Analysis

18. Justification for the proposed reclassification of the post of Chief of Environment and Energy Statistics of the Department of Economic and Social Information and Policy Analysis from P-5 to the D-1 level is contained in paragraphs 17 and 18 of the report of the Secretary-General. The Committee was informed that the functions of the post had not previously been classified and that the classification action had been initiated as a result of the creation in 1991 of an Environment and Energy Statistics Branch. The Branch was established

in recognition of the rapidly increasing demand for environment statistics and in anticipation of further demands for environmental data and a database for policy analysis as a result of the United Nations Conference on Environment and Development. The Advisory Committee concurs in the proposal of the Secretary-General.

(f) Section 16: P-4 to P-5, Chief, Statistical Development Section, Economic and Social Commission for Asia and the Pacific

19. Justification for the proposed reclassification of the post of Chief of the Statistical Development Section from P-4 to P-5 is provided in paragraphs 21 and 22 of the report of the Secretary-General. The Committee was informed that the post had been classified internally at the P-5 level in 1983. Following the 1989 abolition of the D-1 post of Chief, Statistics Division, ESCAP, in the post reduction exercise, a revised description of that post had been submitted for classification at the P-4 level, together with a revised description of the post of Chief of the Division for classification at the P-5 level. Following review, ESCAP was informed that both posts still met the criteria for classification at the P-5 and D-1 levels and was requested to redesign the posts to permit their reclassification to lower levels. ESCAP submitted revised job descriptions for both posts, indicating that major changes in the duties and responsibilities of the posts could not be made without complete distortion of the organizational setting. As review and adjustment of the organizational structure would be required, it was decided to reclassify the posts to the P-5 and P-4 levels on a provisional basis to permit recruitment action pending completion of the organizational review. The Committee notes in this connection that the proposal to redeploy a D-1 post from the Technical Cooperation Division to head the Statistics Division was approved in the programme budget for the biennium 1994-1995. The Advisory Committee was also informed that the current classification action of the post of Chief, Statistical Development Section from P-4 to P-5 was initiated on the basis of an expansion of the statistical programme to cover such new areas as sustainable development, poverty alleviation and quality-of-life indicators, as well as a result of the inclusion of 11 new members and associate members in the Commission. The Advisory Committee concurs in the proposal of the Secretary-General.

(g) Section 19: P-4 to P-5, Senior Statistician, Economic and Social Commission for Western Asia

20. Explanation in support of the proposed reclassification is contained in paragraph 31 of the report. The Advisory Committee was informed that the post had been classified internally at the P-5 level and that the current proposal for reclassification was due to an expansion of the work programme under the newly established Statistical Committee. The Advisory Committee concurs in the proposal of the Secretary-General.

(h) Section 24: D-2 to D-1, Department of Public Information

21. The proposal to reclassify a D-2 post to the D-1 level is based on the restructuring of the Department of Public Information. The classification of the post at the D-1 level reflects the duties of the post of Deputy Spokesperson. The Committee concurs in the proposal.

(i) Section 25B: P-5 to D-1, Chief, Contributions Section/Secretary of the Committee on Contributions, Office for Programme Planning, Budget and Finance

22. Justification for the proposed reclassification is provided in paragraphs 33 to 35 of the report of the Secretary-General. The Advisory Committee was also informed that the post had been classified internally at the P-5 level, under the United Nations classification standard, prior to the introduction of the International Civil Service Commission master standard and that, subsequently, the post had been informally evaluated at the P-5 level in 1989, under the ICSC master standard, at the request of the Office. Furthermore, the Committee was informed that the current classification action was prompted by the fact that the level of responsibilities of the post as Secretary of the Committee on Contributions had increased substantially and, with the increase in the number of peace-keeping operations, the responsibilities of the post as Chief of the Contributions Section had also expanded considerably. The Committee concurs in the proposal.

(j) Section 25C: P-5 to D-1, Chief, Professional Staffing Service, Office of Human Resources Management

23. Paragraphs 38 and 39 of the report provide justification for the proposed reclassification of the post of the Chief of the Professional Staffing Service from P-5 to the D-1 level. The Advisory Committee was informed that this post was classified internally at the D-1 level in 1981 under the title of Chief, Professional Recruitment Service, and that the incumbent of the post was responsible for the supervision of 16 Professional and 30 General Service posts. The Committee concurs in the proposal.

(k) Section 25E: P-5 to D-1, Head, Verbatim Reporting Section, Office of Conference Services

24. Justification for the proposed reclassification is provided in paragraph 40 of the report of the Secretary-General. The Advisory Committee was informed that the post had been classified internally in 1984 at the D-1 level and that the current classification action had been initiated in recognition of the responsibilities of the post for the supervision of 54 Professional staff in the six language units and 5 General Service staff in a recording unit and taking into account a sharp increase in the number of staff supervised during the sessions of the General Assembly. The Committee concurs in the proposal.

(1) Section 25E: P-4 to P-5, Coordinator, Contractual Translation Unit, Office of Conference Services

25. The proposed reclassification is explained in paragraph 42 of the report. The Advisory Committee was informed that the post had been classified internally at the P-5 level in 1992 and that the current classification action had been initiated in view of the managerial responsibilities of the post, which had grown with the increasing use of contractual services, involving an annual average of some 45,000 pages and an annual budget in excess of \$1 million. The Committee concurs in the proposal.

(m) Income section 3, P-4 to P-5, Head, European Office (Vienna), United Nations Postal Administration

26. Paragraphs 46 and 47 of the report of the Secretary-General provide justification for the proposed reclassification of a P-4 post of the Head of the European Office of the United Nations Postal Administration (UNPA) to the P-5 level. The Advisory Committee was informed that this post had not been classified internally and that originally the Vienna Office had been under the functional supervision by the Geneva Office, which played a coordinating role for the marketing programme for both the European branches of UNPA. In the retrenchment exercise, however, the Geneva post had been downgraded to the P-4 level, and its supervisory and coordinating responsibilities over the Vienna Office were removed. The Committee concurs in the proposal.

Notes

1/ Official Records of the General Assembly, Forty-eighth Session, Supplement No. 6 (A/48/6/Rev.1).

2/ Ibid., Fortieth Session, Supplement No. 6 (A/40/6).
